

# EEO PUBLIC FILE REPORT

**WBHK-FM/WBHJ-FM/WAGG-FM/AM/WENN-AM/WZZK-FM/WPYA-FM/WBPT-FM**

Reporting Period from December 1, 2019 through November 30, 2020

## FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Account Executive	09/09/19	01/6/20	Recruiter – Robert Half	1	1
				Employee Referral	1	
2 & 3	Account Executive	01/27/20	02/03/20	Employee Referral	4	2
4	On Air Talent	07/15/20	09/25/20	All Access	2	1
				SummitMedia Websites	2	
				Miles College	1	
5	Accounts Payable Clerk	10/5/20	11/12/20	Indeed	3	1
6	On Air Talent	06/12/19	04/21/20	SummitMedia Websites	1	
				Indeed	2	1
				All Access	2	
7	Traffic Clerk	03/30/20	04/02/20	Recruiter – VACO	3	1





## Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Alabama State University 5500 Myron Massey Blvd. Birmingham, AL 35205	Beverly Rudolph (205) 925-2753		
2	Ala. Broadcasters Assoc. 1316 Alford Ave. Ste. 201 Birmingham, AL 35226-3128	Cindi McGee (205) 979-1690		
3	UAB Career Center BEC-303 1530 3 <sup>rd</sup> Ave. South Birmingham, AL 35294-1150	Michael Lebeau (205) 934-9202		
4	University of Alabama U&A Box 5066 Florence, AL. 35632	Genen Poppell (256) 765-4100		
5	Stillman College P.O. Box 1430 Tuscaloosa, AL 35403	Jacqueline Currie (205) 349-4240		
6	Alabama A&M P.O. Box 305 Normal, AL. 35896	Louis Thompson 256 372-5000		
7	Birmingham Southern Box A-10, 900 Arkadelphia Birmingham, AL 35254	Jane Seigel (205) 226-4600		

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
8	Lawson State Community College 3060 Wilson Road Birmingham, AL 35221	Carl Davis (205) 925-2515		
9	Auburn University 303 Martin Hall Auburn, AL 36849-5139	Shirley Smith (334) 844-4744 Auburn.edu/career		
10	University of Montevallo Station 6262 Montevallo, AL 35115	Linda Honeycutt (205) 665-6030		
11	Birmingham Urban League 1229 3 <sup>rd</sup> Avenue North Birmingham, AL 35203	Rosa Sims (205) 326-0162		
12	Faulkner University 2970 Lorna Road Birmingham, AL 35216-4506	John Bowen (205) 879-5588		
13	Birmingham Ad Club P.O. Box 530416 Birmingham, AL 35253	Alana Stephenson (205) 877-9856		
14	NAB Employment Clearinghouse 1771 N. Street, N.W. Washington, DC 20036	Alex Shitz-Sanchez (202) 429-5438		
15	National Urban League 120 Wall Street New York, NY 10005	Yolanda Richardson 212) 558-5300		

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
16	The Birmingham News Classified Dept.	Classified Dept. (205) 325-3216		
17	Bessemer State Technical College US Highway 11 Bessemer, AL 35022	Debra Ingram (205) 428-6391		
18	The Birmingham Times Classified Dept.	Fax #205-323-2294		
19	WZZK/WBPT/WNCB/WBHK/WBHJ/WAGG On Air Advertising			
20	SummitMedia Social Media Sites			
21	SummitMedia Websites		3	
22	Professional Recruiter – Robert Half		1	
23	Miles College – Birmingham AL		1	
24	Employee Referrals		5	
25	Job Fairs/SummitMedia Hosted Job Fair			
26	Indeed.com		5	
27	Recruiter – VACO		3	
28	All Access		4	

**Long Term Recruitment Initiatives  
Implemented During Year**

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	1/17/20	Hayes K-8 Career Day at SummitMedia	Toured facility, taught students about the radio industry	Answered questions, provided insights.	John Walker GM
2	01/27/20	SummitMedia – Birmingham Job Fair	Hosted a Job Fair for potential job seekers looking for a career or more information on a career in radio.	Answered questions, provided insights, collected resumes and gave tours of the facilities.	John Walker GM
3	02/11/20	University of Alabama at Birmingham Career Fair	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights, and collected resumes.	John Walker GM
4	02/28/20	University of Alabama at Birmingham School of Communication/Broadcast Studies	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights, and collected resumes.	John Walker GM
5	03/2/20	South Hampton Career Fair	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights, and collected resumes.	John Walker GM
6	03/6/20	Lawson State Career Fair	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights, and collected resumes.	John Walker GM
7	03/12/20	Avondale Career Fair	Q&A with Communication Majors about the radio industry and potential jobs.	Answered questions, provided insights, and collected resumes.	John Walker GM
8	06/18/20	Kickstart Job Fair	Participated in a Job Fair for potential job seekers looking for a career or more information on a career in radio.	Answered questions, provided insights, collected resumes.	John Walker GM
9	06/1/20	Intern Program (Samford University)	Intern Program	Intern program where interns shadow radio station employees and	Jon Walker GM

				learn about the business.	